

Discovering and Using Your Spiritual Gifts

To know where God wants you to serve, you need to discover these three things;

- 1) Your ministry passion – see pages 1-2
- (2) Your spiritual gift(s) – see pages 3-5, and
- (3) Your personal style of service – see page 6.

When you have completed pages 1-6, then review page 7 with your pastor or ministry coach.

1. To discover your **ministry passion**, fill out page two, "*My Ministry Passion for God.*"

#2 Discovering Your Spiritual Gifts

To discover your **spiritual gift(s)**, prayerfully experiment with as many gifts as you can. (Remember Nike's motto: "Just do it!") Usually a spiritual gift inventory tells you what you've done, not what God wants you to do! For a summary of spiritual gifts listed in the Bible, see pages 9-11 of this handout.

1. Summarize below your answers to these three questions.

(A) "What do you enjoy doing for God?"

(B) What needs to be done in your church?

(C) What needs to be done in your community for God?"

2. Fill out page four, "*What Can You Do to Glorify God?*" to assist you in identifying your spiritual gifts.
3. Next, see page five of this handout, "*Getting the Right Ministry for Each Person*"

What Can You Do to Glorify God?
(What are your spiritual gifts?)

Is it more important to you to (1) have fun, or (2) accomplish something? If you chose "having fun," fill out "People Ministries." If you chose "accomplishing something," fill out "Project Ministries."

1. **PEOPLE MINISTRIES:** (*circle all God has placed on your heart*)
 - A. Would you rather work with Adventist **or** Pre-Adventists?
 - B. Would you rather work with adults **or** children?
 - C. Would you rather lead out in a ministry **or** support an existing ministry?
 - D. Do you prefer working by yourself **or** with a team?
 - E. List your talents, skills, and amount of discretionary time.

2. **PROJECT MINISTRIES:** (*circle all God has placed on your heart*)
 - A. Do you want to work on a project that helps those within our church **or** help those outside of our church?
 - B. Would you like a project that helps children **or** adults?
 - C. Do you prefer a project that is more inside (perhaps office oriented) **or** outside and perhaps more labor intensive?
 - D. Would you prefer being in charge **or** supporting another who is in charge?
 - E. Do you prefer working by yourself **or** with a team?
 - F. List your talents, skills and amount of discretionary time.

Getting the Right Ministry for Each Person:

Just knowing one's spiritual gift(s) isn't enough. Notice the following as an example of how one gift could be used many ways.

Different Persons:	Same Spiritual Gift:	Ministry Passion:	Ministry Style:
Alice	Teaching	"To nurture adults members" Could work in Adult Sabbath School.	If task oriented, provide teachers' materials. If people oriented, lead out in class
Bruce	Teaching	"To work with the unsaved" Could give Bible studies, outreach seminars, etc.	If task oriented, organizes outreach. If people oriented, does the outreach.
Carol	Teaching	"To work with member's children" Perhaps works in Children's Sabbath School Divisions	If task oriented, Lower Division Coordinator. If people oriented works directly with the children.
Don	Teaching	"To work with the community's children" Could work in some community project for children.	Works with VBS, Neighborhood Bible Club, etc. If task oriented, organizes these ministries; if people oriented work with the children directly.

The spiritual gift of teaching (like so many other gifts) can be used in many ways. Thus, one needs to know one's passion and style of service to discover the exact ministry for which God has called you.

How to Coach Someone into Their Ministry

Once someone has completed the previous pages, you must coach them into their ministry.

1. **Clarification:** help them decide what ministry area they would like to serve. (See previous pages). Be as specific as possible.
2. **Observation:** give them opportunities to observe others doing that ministry.
3. **Participation:** give them a small assignment within that ministry.
4. **Debrief** them by asking, “What they enjoyed, what they didn’t enjoy, and do they want to continue being involved in this ministry?”
5. **More participation:** If they want to continue, give them more responsibilities and see how they progress.
6. **Training:** as needed, provide them training and resources for that ministry. They could read about their ministry or see others, even in different congregations, doing that ministry. Others doing that ministry may suggest educational resources for them.
7. **Accountability:** monthly (if this is a new ministry for them), ask these three questions. What is going well? What is not going well? What do you need to better enjoy your ministry?
8. **Summarize:** write out a brief summary of their responses each month and give it to them.
9. **Annual Review:** at the end of a year, review with them your monthly summaries and ask them if they want to continue in that ministry. If they do, help them develop their goals for that ministry. Help them determine if they’ll need any resources or training to continue in that ministry. Enter into an ongoing coaching relationship with them.

SPIRITUAL GIFTS SUMMARY

(P. Wagner: "Your spiritual Gifts" pp. 259-263, *adapted by D. Dunavant*)

ADMINISTRATION: The gift of administration is the special ability that God gives to certain members of the Body of Christ to understand clearly the immediate and long-range goals of a particular unit of the Body of Christ and to devise and execute effective plans for the accomplishment of those goals.

APOSTLE: The gift of apostle is the special ability that God gives to certain members of the Body of Christ to assume and exercise general leadership over a number of churches with an extraordinary authority in spiritual matters that is spontaneously recognized and appreciated by those churches.

CELIBACY: The gift of celibacy is the special ability that God gives to certain members of the Body of Christ to remain single and enjoy it; to be unmarried and not suffer undue sexual temptations.

DISCERNING SPIRITS: The gift of discerning spirits is the special ability that God gives to certain members of the Body of Christ to know with assurance whether certain behavior purported to be of God is in reality divine, human, or satanic.

EVANGELIST: The gift of evangelist is the special ability that God gives to certain members of the Body of Christ to share the gospel with unbelievers in such a way that men and women become Jesus' disciples and responsible members of the Body of Christ.

EXHORTATION: The gift of exhortation is the special ability that God gives to certain members of the Body of Christ to minister words of comfort, consolation, encouragement and counsel to other members of the Body in such a way that they feel helped and healed.

EXORCISM: The gift of exorcism is the special ability that God gives to certain members of the Body of Christ to cast out demons and evil spirits.

FAITH: The gift of faith is the special ability that God gives to certain members of the Body of Christ to discern with extraordinary confidence the will and purposes of God for the future of His work.

GIVING: The gift of giving is the special ability that God gives to certain members of the Body of Christ to contribute their material resources to the work of the Lord with liberality and cheerfulness.

HEALING: The gift of healing is the special ability that God gives to certain members of the Body of Christ to serve as human intermediaries through whom it pleases God to cure illness and restore health sometimes apart from the use of natural means.

HELPS: The gift of helps is the special ability that God gives to certain members of the Body of Christ to invest the talents they have in the life and ministry of other members of the Body, thus enabling the person helped to increase the effectiveness of his or her spiritual gifts.

HOSPITALITY: The gift of hospitality is the special ability that God gives to certain members of the Body of Christ to provide an open house and a warm welcome for those in need of food and lodging.

INTERCESSION: The gift of intercession is the special ability that God gives to certain members of the Body of Christ to pray for extended periods of time on a regular basis and see frequent and specific answers to their prayers to a degree much greater than that which is expected of the average Christian.

INTERPRETATION: The gift of interpretation is the special ability that God gives to certain members of the Body of Christ to make known in the vernacular the message of one who speaks in tongues.

KNOWLEDGE: The gift of knowledge is the special ability that God gives to certain members of the Body of Christ to discover, accumulate, analyze and clarify information and ideas that are pertinent to the growth and well-being of the Body.

LEADERSHIP: The gift of leadership is the special ability that God gives to certain members of the Body of Christ to set goals in accordance with God's purpose for the future and to communicate these goals to others in such a way that they will voluntarily and harmoniously work together to accomplish these goals for the glory of God.

MARTYRDOM: The gift of martyrdom is the special ability that God gives to certain members of the Body of Christ to undergo suffering for the faith even to death while consistently displaying a joyous and victorious attitude that brings glory to God.

MERCY: The gift of mercy is the special ability that God gives to certain members of the Body of Christ to feel genuine empathy and compassion for individuals, both Christian and non-Christian, who suffer distressing physical, mental, or emotional problems, and to translate that compassion into cheerfully done deeds that reflect Christ's love and alleviate the suffering.

MIRACLES: The gift of miracles is the special ability that God gives to certain members of the Body of Christ to serve as human intermediaries through whom it pleases God to perform powerful acts that are perceived by observers to have altered the course of nature (to be supernatural).

MISSIONARY: The gift of missionary is the special ability that God gives to certain members of the Body of Christ to minister whatever other gifts they have in a second culture.

PASTOR: The gift of pastor is the special ability that God gives to certain members of the Body of Christ to assume a long-term personal responsibility for the spiritual welfare of a group of believers and to equip them for ministry.

PROPHECY: The gift of prophecy is the special ability that God gives to certain members of the Body of Christ to receive and communicate an immediate message of God to His people through a divinely-appointed utterance.

SERVICE: The gift of service is the special ability that God gives to certain members of the Body of Christ to (1) identify the unmet needs of people or those needs involved in a task related to God's work, and (2) to make use of available resources to meet those needs, and (3) to help accomplish desired goals.

TEACHING: The gift of teaching is the special ability that God gives to certain members of the Body of Christ to communicate information relevant to the health and ministry of the Body and its members in such a way that others will learn.

TONGUES: The gift of tongues is the special ability that God gives to certain members of the Body of Christ to (a) receive and communicate an immediate message from God to His people through a divinely appointed utterance in a language they have never learned and/or to (b) speak to God in a language they have never learned.

VOLUNTARY POVERTY: The gift of voluntary poverty is the special ability that God gives to certain members of the Body of Christ to renounce material comfort and luxury and adopt a personal life-style equivalent to those living at the poverty level in a given society in order to serve God more effectively.

WISDOM: The gift of wisdom is the special ability that God gives to certain members of the Body of Christ to know the mind of the Holy Spirit in such a way as to receive insight into how knowledge may best be applied to specific needs arising in the Body of Christ.

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His email is del.dunavant@nccsda.com)*